

To the Members of the California State Assembly:

I am returning Assembly Bill 643 without my signature.

This bill would seriously impede the ability of the State, as an employer, to effect necessary policy changes. The purpose of the supervisory meet and confer process is to allow supervisory employee organizations to present ideas and to discuss alternative means of achieving the employer's objectives. The final determination of policy and decision as to the course of action is explicitly and expressly vested with the employer. By requiring 30 days notice if the State needs to make changes to policy discussed in a previous meet and confer, this bill would erode the state's authority and its ability to make needed policy changes on a timely basis.

Sincerely,

Arnold Schwarzenegger